



Administrative Progress Report (APR) August 2005

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

PUBLIC SAFETY DISPATCHER TERRORISM AWARENESS COURSE

In March 2005, POST staff began curriculum development on the eight-hour Public Safety Dispatcher Terrorism Awareness Course and a companion 24-hour train-the-trainer course. These two courses are designed to mirror the *Law Enforcement Response to Terrorism (LERT)* courses that were developed for sworn personnel.

In August, the development committee met in San Diego to complete the 24-hour curriculum. The course will be pilot-tested in September or October. After the pilot presentation has been completed, the curriculum will be finalized and the course will be certified to presenters. Several instructor training courses will be scheduled to train a cadre of instructors to deliver the eight-hour awareness course.

Questions about the Public Safety Dispatcher Terrorism Awareness Course may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security Bureau, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

PHYSICAL TRAINING INSTRUCTOR COURSE

A Basic Level Physical Training Instructor Course was presented in August at the Golden West College Criminal Justice Training Center in Huntington Beach. This course provided training for 30 Basic Academy instructors. Three presentations of this course are planned for 2006.

Questions about Physical Training Instructor courses may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or by email at Michael.Catlin@post.ca.gov.

SANTA ANA POLICE DEPARTMENT HOSTS PILOT OF NIMS/SEMS INSTRUCTOR COURSE

The first pilot presentation of the 24-hour National Incident Management System (NIMS)/Standardized Emergency Management System (SEMS) Train-the-Trainer course was presented in August. The presentation was hosted by the Santa Ana Police Department Urban Area Security Initiative (UASI) group. A total of 28 trainees from Orange County and Los Angeles County agencies attended the pilot presentation.

The second pilot presentation is scheduled for September 13-15, 2005, in Sacramento. The presentation will be hosted by the Sacramento Regional Office of Homeland Security at the facility in McClellan Park.

All trainees who complete the 24-hour pilot receive an instructor package that will enable them to present the eight-hour NIMS/SEMS Basic Course for Public Safety Responders. Both the eight-hour and the 24-hour courses have been certified by POST.

The courses have been submitted to the Department of Homeland Security (DHS) for certification so that federal funds may be used to support the delivery of these courses statewide.

Questions about the NIMS/SEMS courses may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security Bureau, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

POST REPRESENTED AT APCO INTERNATIONAL'S 71st ANNUAL CONFERENCE & EXPOSITION

In August, Senior Personnel Selection Consultant Bill Groome attended the Association of Public Safety Communications Officials International (APCO) annual conference in Denver, Colorado. Tom Ridge, former Secretary of Homeland Security, was the Keynote Speaker, and Michael Copps, FCC Commissioner, spoke at the closing gala. The conference included professional development sessions on topics such as 9-1-1 call-taking, dispatch radio systems, homeland security, and interoperability.

Of special interest to POST was the release of APCO's Project RETAINS (**R**esponse **E**fforts **T**o **A**ddress **I**ntegral **N**eeds in **S**taffing). Project RETAINS conducted research of the national staffing and retention of public safety communication centers. The project was a collaborative effort between the APCO Project RETAINS Committee, the University of Denver Research Institute, and public safety communications professionals from across the country. Work products included *Effective Practices Guide and Staffing Workbook* and the electronic *Staffing and Retention Tool Kit*. Additional information about APCO's Project RETAINS is located at www.apcointl.org.

Questions about the APCO International annual conference may be directed to Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, at (916) 227-3255 or by email at Bill.Groome@post.ca.gov.

POST LIBRARY FEATURED IN COPS PUBLICATION

The resources of the POST Library have again received national recognition from the U.S. Department of Justice, Office of Community Oriented Policing Services. In a recent publication entitled [Researching a Problem](#) by Ronald V. Clarke, and Phyllis A. Schultze, it is noted that the POST on-line library databases provide substantial resources for law enforcement research. While other worldwide institution and organization websites are listed for research purposes, the POST Library is the only library included as a resource.

The Library's [on-line catalog](#) is currently comprised of three databases: journal/magazine articles, books, and Command College projects. The article database contains almost 52,000 citations dated from the early 1960s on the subjects of law enforcement, dispatching, education, homeland security, human resources, leadership, physical fitness/sports medicine, psychology, and reading and writing. Some of the articles are full-text and are available for free on-line.

Seven thousand books are indexed in the books database and include the POST publications archive. Some items are available in full-text via the Internet. In addition, over 600 Command College projects are listed in the corresponding database. At this time, more than 100 full-text projects are available with more being added when requested.

Questions about the POST Library may be directed to Supervising Librarian Phyl Barrus, Information Services Bureau, at (916) 227-4837 or by email at Phyl.Barrus@post.ca.gov.

BASIC ACADEMY RECRUITS GRADUATE

POST regional consultants attend Basic Academy graduations whenever possible to show support and extend congratulations to the graduating recruits. Consultants are often asked to participate in the ceremonies by making a speech, administering the oath of office, or leading the recitation of the Law Enforcement Code of Ethics.

Rio Hondo College graduated Basic Academy Class 175 on August 25, 2005. The graduation ceremony took place at the San Gabriel Civic Auditorium in San Gabriel, California. POST Region Nine consultant Gregory Murphy attended the graduation on behalf of the Commission and staff.

The 53 graduates represented the following agencies in Los Angeles County: Pre-Service, Rialto Police Department, Whittier Police Department, Inglewood Police Department, Los Angeles General Services Police Department, Los Angeles Airport Police Department, Pomona Police Department, Los Angeles County Police Department, Glendale Police Department, Los Angeles School Police Department, Huntington Park Police Department, Alhambra Police Department, El Monte Police Department, Downey Police Department, and the University of Southern California Department of Public Safety.

Questions regarding upcoming Region Nine recruit graduations may be directed to Senior Consultant Gregory Murphy, Training Delivery and Compliance Services Bureau, at (916) 227-4414 or by email at Gregory.Murphy@post.ca.gov.

POST HOSTS VISITORS FROM TURKMENISTAN

On August 15, 2005, POST staff met with a delegation from Turkmenistan. The delegation included Bayram Bayramov, Head, International Relations Department, Office of the Prosecutor General; Colonel Geldimyrat Berdiyev, Deputy Director of Administration, Ministry of National Security; and Major Nuryagdy Kitayev, Director of the Drug Combat Department, Ministry of Internal Affairs. The group was accompanied by Alexander Gorov, a member of the U.S. State Department and their official translator.

The delegation was in the United States under the auspices of the U.S. Department of State International Visitor Leadership Program. The State Department has been scheduling visits for members of law enforcement from other countries to meet with POST during their visits to selected sites in California.

The group was given an overview presentation of POST and selected presentations and information on anti-terrorism efforts, drug trafficking, and combating international crime (including money laundering, document fraud, trafficking in people, and intellectual piracy). Since Turkmenistan is situated directly on the northern border of Iraq, they are keenly interested in exploring ways in which to interdict some of these types of criminal activities.

Questions about the group's visit or the U.S. Department of State International Visitor Leadership Program may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security Bureau, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

READING AND WRITING RESEARCH PROJECT MANAGEMENT FELLOW

Lieutenant John Ruffcorn from the Ben Clark Training Center, Riverside County Sheriff's Department, will begin a one-year assignment as a Management Fellow in the Standards and Evaluation Services Bureau at the end of September. Lieutenant Ruffcorn will assist with POST's reading and writing-related research in support of Strategic Plan Objective A.14 (feasibility study to raise the entry-level reading and writing requirement), and Objective A.15 (concerned with requiring a reading and writing examination for entry into the Basic Academy).

Questions about the Reading and Writing Research Project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or by email at Elizabeth.Wisnia@post.ca.gov.

MANAGEMENT COURSE INSTRUCTOR GUIDES TO BE UPDATED

The Center for Leadership Development has created Instructor Guides for presenters of the Management Course. The full set of 13 guides was completed in August 2004. The goal of the instructor guide project is to promote greater standardization by establishing minimum curriculum for each course topic and allow individual instructor flexibility and creativity. The guides include instructions on how to use the guide, instructional goals, learning objectives, the relationship of the learning objectives to student activities, suggested topical outlines, and suggested student activities.

Meetings with Management Course instructors to develop the guides were facilitated by graduates of the POST Master Instructor Development Program. The facilitators developed the guides using instructor information and material from the meetings. All of the guides are in the same format for consistency and ease of use.

Guide topics include:

- Role of the Middle Manager/Transition to Middle Manager,
- Leadership,
- Ethics,
- Community Oriented Policing and Problem Solving,
- Personnel Issues,
- Legal Issues,
- Risk Management,
- Strategic Planning,
- Fiscal Management: Budgeting,
- Media Relations,
- Critical Incident Management,
- Personal & Professional Growth, and
- Presentation Skills/Project Presentation.

The guides are continually revised. The most recent revision, in March 2005 to the *Critical Incident Management* curriculum, added information regarding Law Enforcement Response to Terrorism (LERT - SB1350), and the National Incident Management System (NIMS). The *Personnel Issues* guide is scheduled to be updated in September 2005. Instructors will meet to ensure curriculum related to Workplace Harassment is consistent with recent changes in sexual harassment training for supervisors and managers.

Questions about the Management Course Instructor Guides may be directed to Senior Consultant Gary Sorg, Center for Leadership Development and Homeland Security Bureau, at (916) 227-2822 or by email at Gary.Sorg@post.ca.gov.

RECRUITMENT/RETENTION PROJECT UPDATE

Invitation letters were sent in August to chiefs and sheriffs announcing the Recruitment Symposium on November 15-17, 2005 at the Burbank Hilton. A website address, operated by the South Bay Regional Training Consortium, was provided to register for the symposium and to obtain additional information.

Merle Switzer, Project Manager and POST Management Fellow, made a presentation regarding Recruitment of Reserves at the Reserve Coordinator's Update Session in San Diego. The information was well-received and various departments shared their experience to help others.

The Recruitment and Retention Advisory Council also met in August in San Diego. Dr. Rene Trujillo provided an overview of South Bay's role in planning and presenting the Recruitment Symposium. Logistical issues were identified and will be addressed.

Several guest speakers made presentations:

- Elizabeth Wisnia made a presentation about the Read/Write Research Project
- Lt. Richard Harpole, Barstow Police Department, made a presentation on recruitment based on his command college project
- Dr. Bob Holmgren made a presentation about his analysis of the Recruit Survey
- Representatives of the Army Partnership for Youth Success (PaYS) Program made a presentation
- Felipe Ortiz, President of the National Latino Peace Officer Association, made a presentation on recruiting minorities and women

Questions about the Recruitment/Retention Project may be directed to POST Management Fellow Merle Switzer, Training Program Services Bureau, at (916) 227-4861 or by email at Merle.Switzer@post.ca.gov.

CRIMINAL PERSONALITIES JOB AID DEVELOPMENT INITIATED

Subject matter experts (SMEs) convened in Los Angeles in August to identify behavior characteristics of criminal offenders. In a series of focus groups conducted throughout the State earlier this year, experienced investigators indicated that training to recognize various criminal personalities would be highly beneficial in their preparation for interrogations. The SMEs identified the principal categories of disordered personalities encountered by officers and developed sets of questions to assess a suspect's emotional state, physical appearance, lifestyle, attitude, intellect, and crime scene behavior. A matrix was created that identifies a suspect by type of personality disorder based upon the responses to the questions.

The next steps in the developmental process are 1) creation of a framework from which recommendations for interrogation strategies are made, and 2) development of a prototype that will enable an officer to query a database of personality characteristics. This prototype would be tested in the field regarding the utility of the tool. Development of a criminal personalities job aid is a project under the auspices of the Robert Presley Institute of Criminal Investigation (ICI).

Questions about the Criminal Personalities Job Aid, or the ICI in general, may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at Mike.Hooper@post.ca.gov.

REGION TEN TRAINING MANAGERS UPDATED ON NEW SWAT GUIDELINES

Training Managers in POST Region Ten were updated in August on the SWAT Guidelines recently adopted by the Commission. Senior Consultant Tami Evans presented the guidelines to the Orange County Training Managers' Association (OCTMA) and the San Diego Training Managers' Association (SDTMA).

The presentation included the Attorney General's Blue Ribbon Commission Report, the legislative history, and the activities to develop guidelines. Additional information regarding these associations is located on their websites at www.octma.net and www.sdtma.net.

Questions about the new SWAT guidelines may be directed to Region Ten Manager Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4873 or by email at Ed.Pecinovsky@post.ca.gov.

MASTER CALENDAR ON THE POST WEBSITE

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Phyl.Barrus@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp> on the POST website.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 22</u> (Lieber)	Trafficking in Persons: This bill would add several crimes related to trafficking of persons for forced labor or services and the trafficking of minors. It would provide restitution and damages to victims and would require law enforcement agencies to screen victims and issue-specific documents. <i>Commission Position: Neutral</i> – amended 4-21-05 and no longer applies to POST.	Senate Approps. (8-16-05)
<u>AB 41</u> (Yee)	Human Trafficking: This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Commission Position: Neutral</i> – does not apply to POST.	ASM Public Safety (4-28-05)
<u>SB 57</u> (Alarcon)	Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessments on fines for criminal offenses and other specified offenses to increase funding for uncompensated emergency medical services. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. <i>Commission Position: Oppose</i>	ASM Approps. (8-15-05)
<u>SB 180</u> (Kuehl)	Human Trafficking: This bill would add human trafficking victims to those who would be served by existing hospital-based training centers; establish a special task force to study programs available to victims of trafficking; the need for additional criminal sanctions; and report to the Governor, Legislature, and the Attorney General. In addition, it would require POST to develop training for peace officers on human trafficking enforcement. <i>Commission Position: Neutral</i>	ASM Approps. Suspense (6-22-05)

<u>SB 719</u> (Romero)	<p>Police Pursuits: This bill would require law enforcement agencies to adopt, promulgate, and implement a vehicle pursuit policy that addresses each of the POST Vehicle Pursuit Guidelines. It would require each officer to receive training regarding the agency's policy in order that the agency may have qualified immunity from liability and would require the policy to be reviewed and the training be updated annually. This bill would elevate penalties for persons who flee from officers. Agencies would be required to report pursuits to the California Highway Patrol addressing specified information within a prescribed amount of time. POST would be required to assist agencies in meeting the annual training requirement.</p> <p><i>Commission Position: Neutral (7-21-05)</i></p>	<p>ASM Approps. Suspense (8-17-05)</p>
<u>AB 760</u> (Nava)	<p>Criminal Procedure: Arrest of Caretaker Parent: This bill would require that a caretaker parent be authorized to make three additional phone calls to arrange for child care. Also, it would require POST to develop guidelines and training for state and local peace officers regarding their responsibilities when they arrest a caretaker parent. This bill is similar to AB 1941 (2004).</p> <p><i>Commission Position: Neutral</i></p>	<p>Senate Approps. Suspense (8-16-05)</p>
<u>SB 986</u> (Escutia)	<p>Consumer Credit Reports: Employment Purposes: This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations.</p> <p><i>Commission Position: Oppose unless amended</i></p>	<p>Senate Judiciary 2-year bill (5-03-05)</p>
<u>SB 1237</u> (Leno)	<p>Taser: This bill would require law enforcement agencies to report each deployment of the taser, as specified, to the Department of Justice (DOJ). It would require the DOJ to collect the data and make a report to the Legislature by July 1, 2007.</p> <p><i>Commission Position: Neutral – No longer applies to POST</i></p>	<p>ASM Inactive File (6-09-05)</p>
<u>AB 1657</u> (Evans)	<p>Child Victims: Child Advocacy Centers: This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund and the Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund.</p> <p><i>Commission Position: Neutral</i></p>	<p>ASM Approps. Suspense (5-25-05)</p>